



Fundamentals For The Naval Reserve

“Manpower 101”

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CNRF N11**

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“Where Billets Come From?”

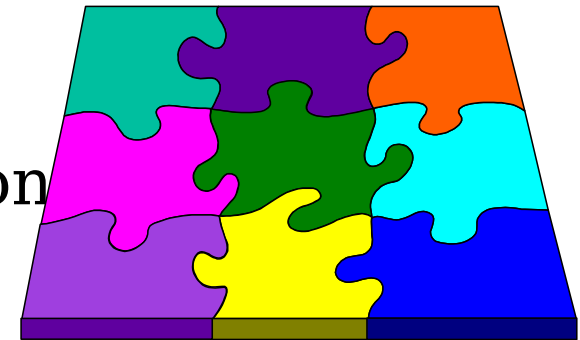
- “Where do billets come from?” This is really two questions:
 - 1) How does the Navy decide how many billets and what types of skills are required at each activity to accomplish the Navy’s assigned mission?
 - 2) The other question, the one we really spend most of our time on, is “What can we afford?” Funding is always limited, so the question is really “Which billets should we fund?”



RESERVE MANPOWER FUNDAMENTALS

An Overview

- Definitions and terms
- Key players
- Steps in the manpower process
 - Shore manpower requirements process
 - Recent policy changes
 - Operational requirements
- SELRES manpower and personnel
 - TFMMS/RHS(RTSS)
 - From requirement to billet



***Understanding
the Manpower
Puzzle***



The Manpower System ***Definitions and Terms***

MANPOWER

Requirement Billet Authorization
End
Strength

PERSONNEL

The Places



Inventory
Manning
Personnel

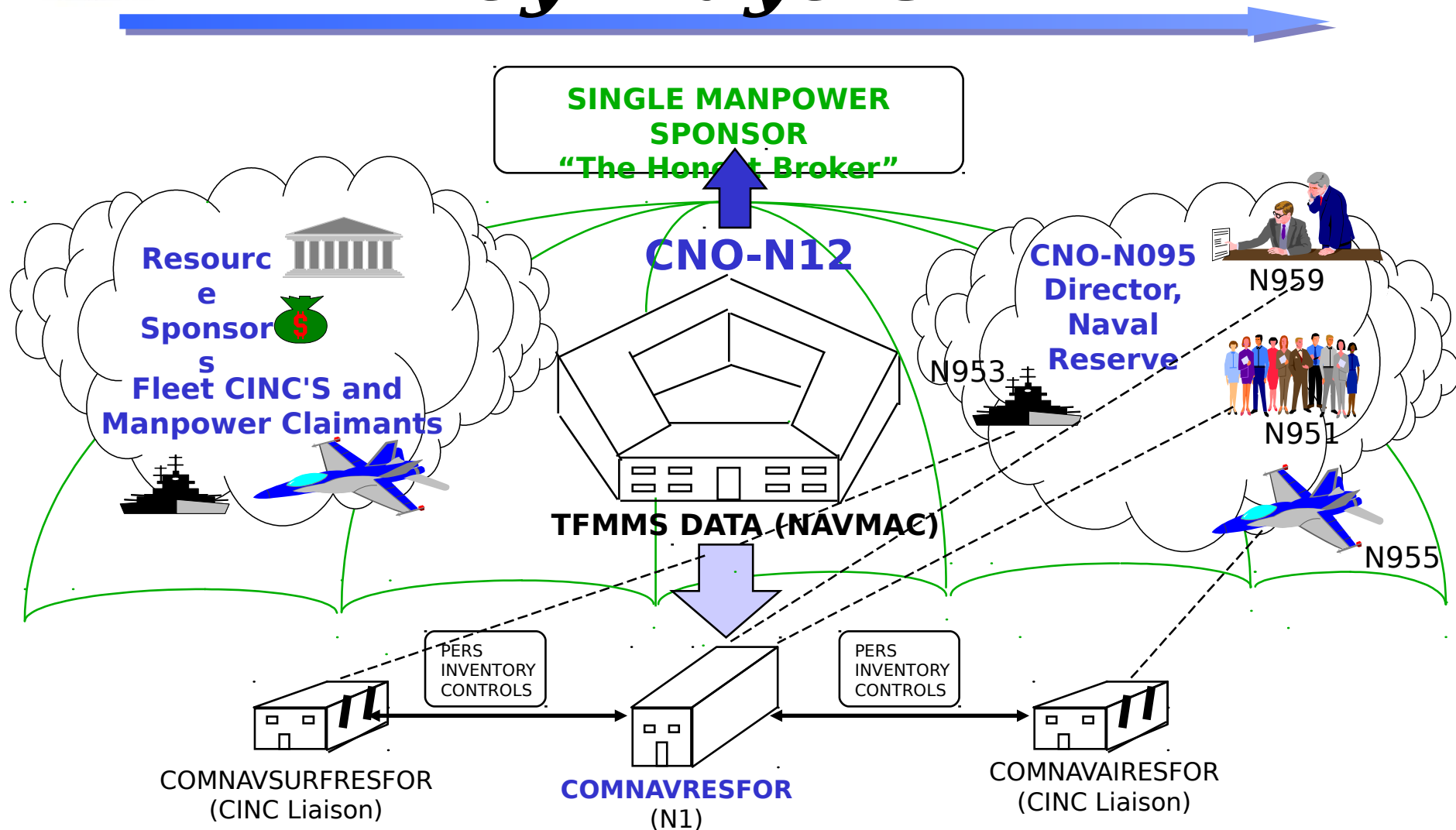


The Faces Bodies



The Manpower System

Key Players





MANPOWER CLAIMANTS

- 02 COA 35 SDIO41 55 DHP
- 11 CNO (N09BF) VCNO 36 DAPRA 56 DSAA
- 12 AAUSN 39 COMNAVSPAWAR 60 CINCLANTFLT
- 15 COMNAVINTCOM 41 OSIA 61 CINCUSNAVEUR
- 18 BUMED 42 DNA 62 CNET
- 19 COMNAVAIRSYSCOM 43 DISA 63 COMNCTC
- 22 BUPERS 44 DIA 65 COMNAVOCEANCOM
- 23 COMNAVSUPSYSCOM 45 NSA/CSS 69
NAVSECGRUCOM
- 24 COMNAVSEASYSYSCOM 46 ARSP 70 CINCPACFLT
- 25 COMNAVACENGCOM 47 DODIG **72 COMNAVRESFOR**
- 27 CMC 51 DLA 74 COMNAVSPECWARCOM
- 29 OSD/JCS 52 DFAS 75 TRANSCOM
- 30 DSSP (CM3) 53 DECA
- 33 COMSC 54 DODDE



RESOURCE SPONSORS

- N09B VCNO
- N091 Director Navy Test and Eval and Tech Req
- N093 Director of Naval Medicine/Surgeon General
- N096 Oceanographer of the Navy
- N1 DCNO Manpower and Personnel
- N2 Director of Naval Intelligence
- N4 DCNO Logistics
- N6 Director Space and C4 System Req
- N87 Director Undersea Warfare
- N7 Director Training and Doctrine
- N85 Director Expeditionary Warfare
- N86 Director Surface Warfare
- N88 Director Air Warfare



The Manpower System

Single Manpower Sponsor

- The Single Manpower Sponsor concept came from ADM Boorda. He was dissatisfied there was no single point of contact to resolve manpower issues. Each sponsor would develop their portion of the Navy's plan, but the pieces didn't always function well as a whole.
- CNO N1 has the authority to review, rebut, and take argument with N8 decisions.
- CNO & SECNAV have final approval.
- N1 can override the Resource Sponsor when RS does not abide by established regulations.

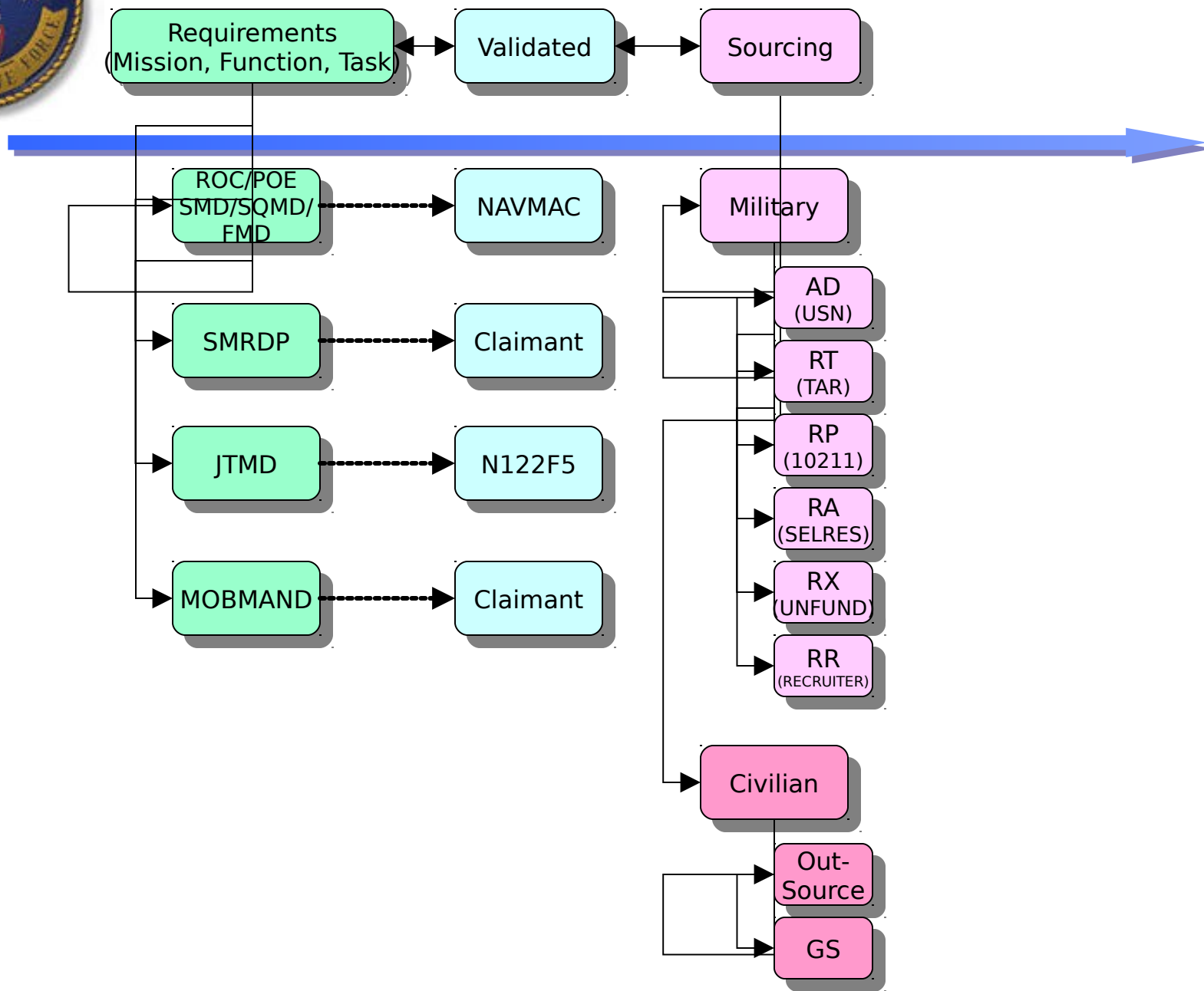


Management *System* **(TFMMS)**

- Navy's official database of all validated manpower requirements (ACTIVE DUTY/TAR/SELRES)
- Used for planning and programming (budgeting) future manpower
- Manpower Claimants (MC) --FLTCINCs, CNET, BUPERS, CNRF, etc., feed TFFMS
- Changes made continuously
- Feeds current requirements to distribution systems (for SELRES, TFMMS feeds RHS/RTSS)
- SELRES billets passed to RHS/RTSS monthly



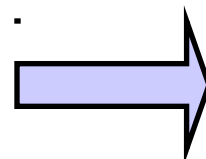
Manpower Process



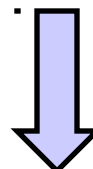


Shore Manpower Requirements Determination Program (SMRDP)

INDUSTRIAL ENGINEERING
TECHNIQUES



Claimant Validation



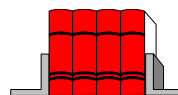
NAVMAC Review



CNO-N12 Oversight
Approval

MFT

STAFFING
STANDARDS

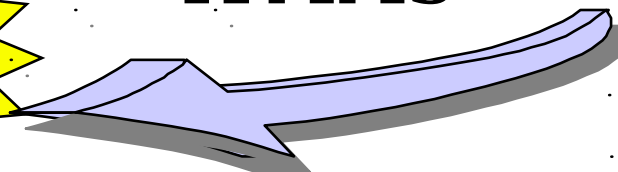


Quantity/
Quality



TFMMS

AMD





SMRDP

SELRES Authorizations

OPNAVINST 1000.16J provides new guidance on SELRES authorizations.

1) SELRES criteria was redefined:

- must meet prevailing manpower and financial guidance (NMCP, DPG)
- must be military essential

2) New requirements must be justified:

- by an increase in workload,
- change in MFT, or
- must identify corresponding offset (compensation)



Operational

Manpower

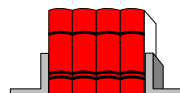
Development Process



ON-SITE VALIDATION

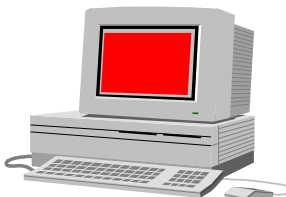
ALGORITHMIC
MODEL

54 STAFFING
STANDARDS



ROC/POE
M+1

NALDA
MAINTENANCE
DATA
PM / CM



DRAFT

SMD
SMD
SQMD

FLEET
RECLAMA

AMD

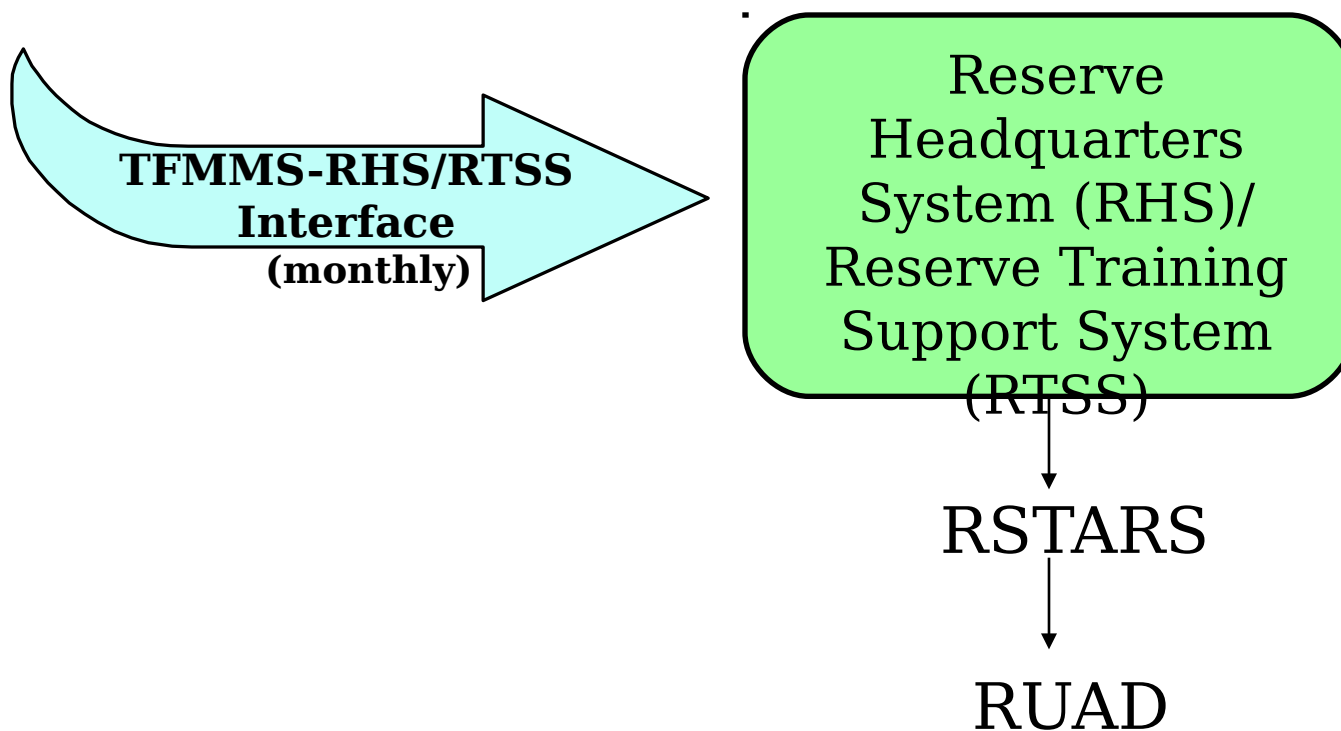
TFMMS

APPROVAL
CNO-N12/NAVMAC
FINAL DOCUMENT



SELRES Authorizations to Billets *Process Overview*

Valid SELRES Authorization
in TFMMS





TFMMS/RHS(RTS S)

Differences

■ TFMMS

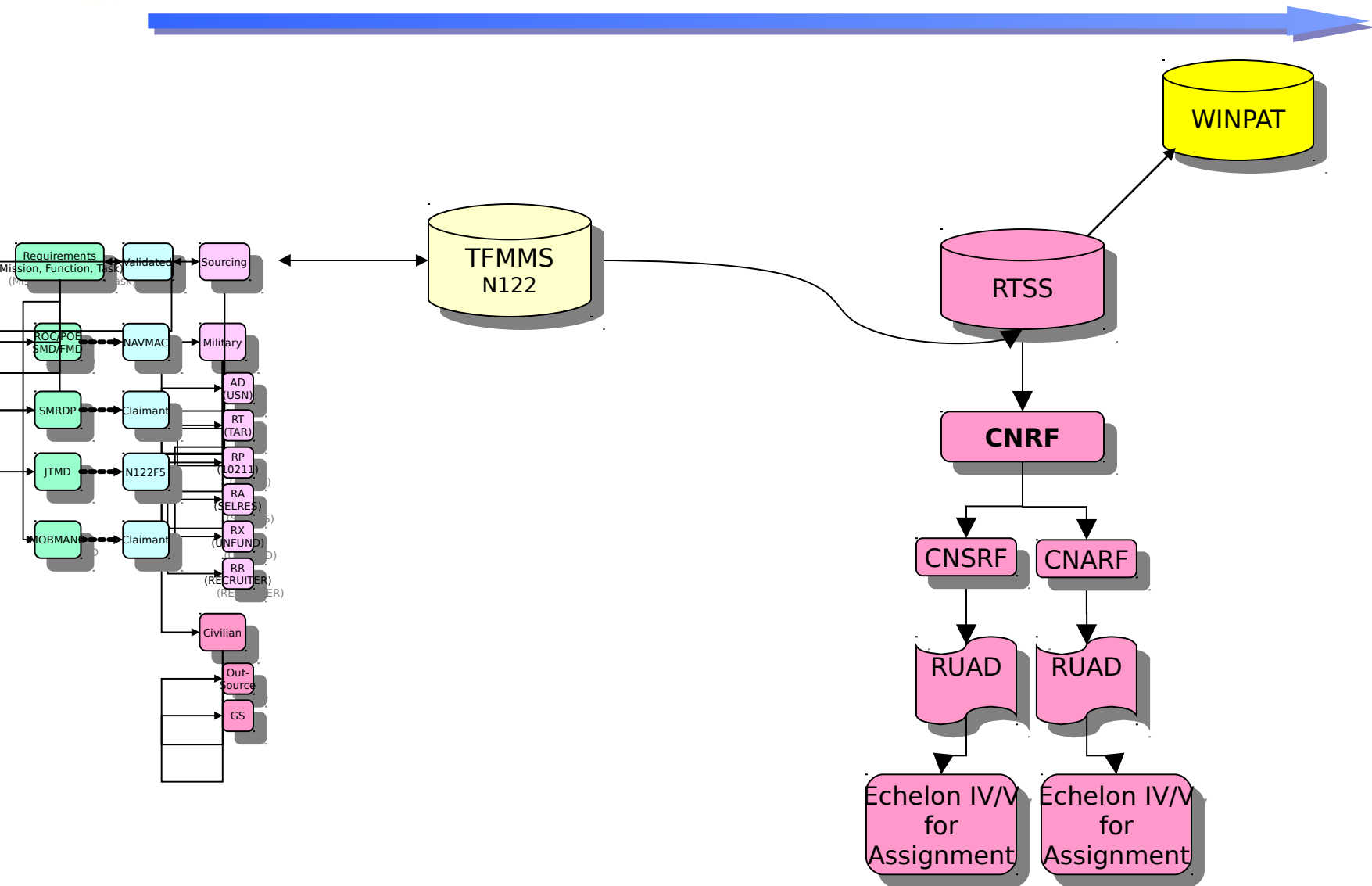
- Changes continuously
- “Unique label” for each billet
- Displays “time-phased” data
- Data by AUIC

■ RHS/RTSS

- Updated biannually
- Uses RUIC/RBSC/
AUIC/ABSC
- Shows what's effective now
- Data by RUIC



Current Manpower Process





Driving Forces of Change

- Navy is experiencing peacetime manning shortages.
- Tighter budgets cause need for direct End Strength accountability.
- Naval Reserve - Peacetime relevance vs Wartime mission
- Naval Reserve Recruiting and Retention problems cause under execution of End Strength.



AUIC VISIBILITY



PROVIDING NAVY AND
NAVAL RESERVE WITH
MEANS TO ACHIEVE TOTAL
FORCE

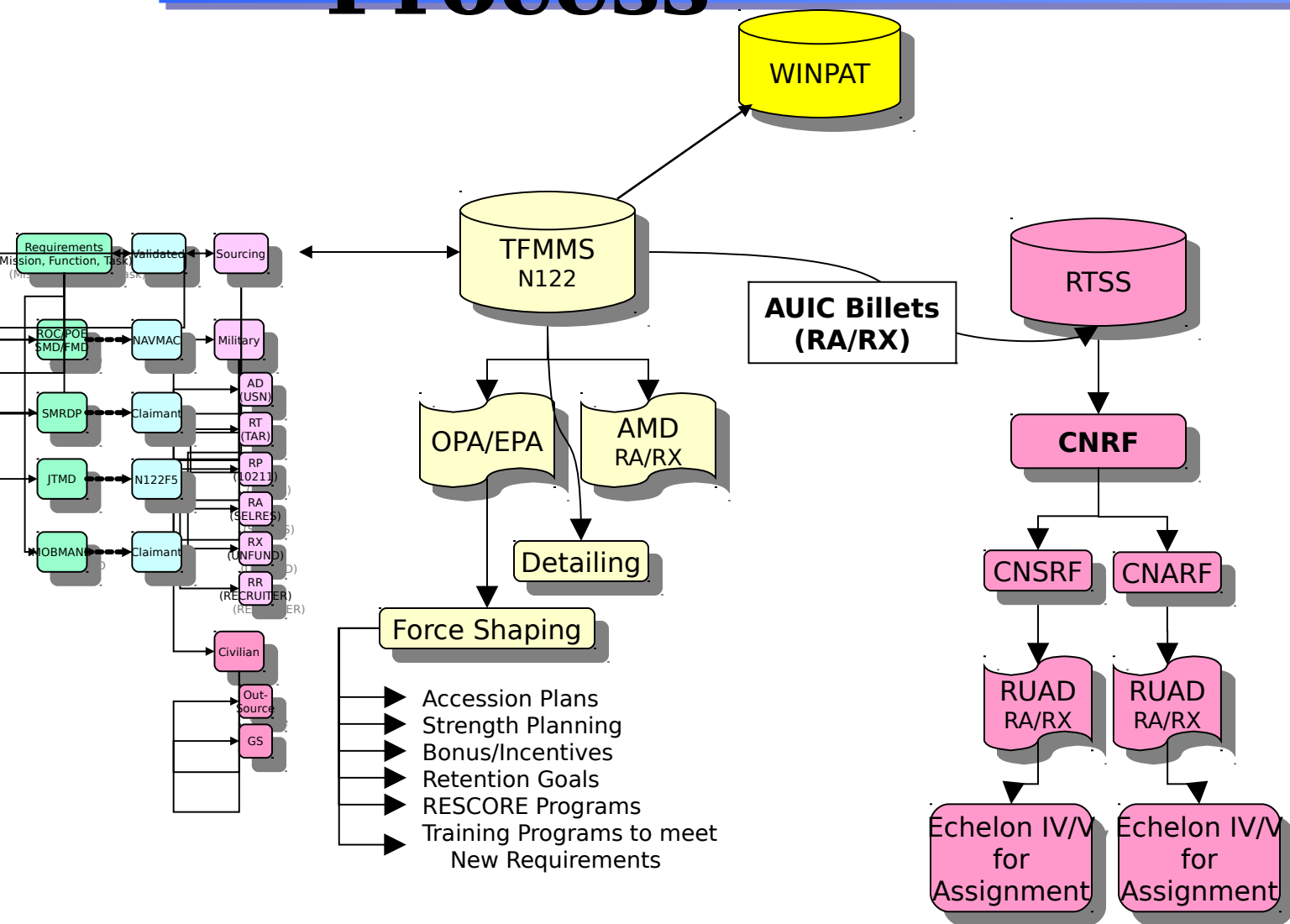


What is AUC Visibility?

- Manpower Claimants indicate which SELRES billets are funded
- Funded billets send demand signal to NAVRES on which billets are considered a higher priority.
- We can see how much SELRES End Strength is available at each gaining command



New Manpower Process





What Are The Implications?

- Because Claimants/Resource Sponsors can see the execution of requirements COMNAVRESFOR will be held more accountable
- Naval Reserve Force must shape the force to more closely match requirements
- Gaining Commands implied “ownership” of their SELRES for Peacetime Contributory Support
- Some Reserve Programs may have better execution of requirements than other programs



AUIC Visibility/Force Shaping POA&M

- FY-99
 - Analyze RA/RX coding, OPA/EPA
 - Develop policies and metrics that reflect shift to AUIC accounting
 - Communicate change to the field
- FY-00
 - Transition to OPA/EPA based system
 - Review unit placements
 - Develop community management, retention plans, bonuses
- FY-01
 - Measure and revise as necessary
- FY-02
 - Full implementation of AUIC based system and Force Shaping